

DEPARTMENT OF PERSONNEL ADMINISTRATION

LABOR RELATIONS DIVISION

1515 "S" STREET, NORTH BUILDING, SUITE 400

SACRAMENTO, CA 95811-6614



July 15, 2008

Attention: Exclusive Representatives/Supervisory and Excluded Organizations

RE: Update on the 21st Century Project

The Department of Personnel Administration and the State Controller's Office would like to update you on the status of the statewide implementation of the new Human Resource Management System (HRMS)/Payroll system and share the 21st Century Project's achievements thus far.

While configuring the new HRMS/Payroll system, the Project Team identified gaps and issues that revealed the need to evaluate the project schedule and its efforts to date. This evaluation led to the development of a new project approach and schedule that takes into account the time and effort needed to address these gaps and issues and will ensure a successful statewide implementation of the new system. As a result of these changes, the original "go-live" date of January 2008 was delayed. The new project schedule is attached. For additional information about the 21st Century Project please visit the project website at: <http://www.21stcentury.ca.gov>.

The system will now roll-out to state departments in a pilot, and in two deployments. Departments will be notified a minimum of one year in advance of their scheduled deployment date. The Project Team will work with departments to prepare their workforce and organization, and facilitate a successful transition to the new system by providing sufficient deployment education, processes, and tools. Presently, the Project Team is developing more detailed design requirements which will be used to finalize configuration of the system. The team also continues to develop interfaces as well as complete and test the configured areas of the system.

As you recall, a statewide Joint Labor Management Committee (JLMC) was formed to comply with the contractual requirements of current agreements. To date, several JLMC meetings have been conducted. In May 2007, we deferred meeting until additional information was available about the new system and employee impacts. We anticipate knowing additional and clearly defined information in early 2009. When the JLMC meetings resume, you will receive notice of the next meeting by e-mail 30 days prior to the meeting date.

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In the meantime, if you have any questions or require additional information, please contact Jacquelyn Sanders, Principal Labor Relations Officer at (916) 324-0475, or by email at jacquelynsanders@dpa.ca.gov.

Sincerely,

/S/ original signed by:
Julie Chapman, Chief of Labor Relations
Department of Personnel Administration

/S/ original signed by:
Don Scheppmann, Project Executive
21st Century Project



Projected 21st Century Project Timeline

